

# **South Texas Natural Resources Partnering Team**

## **Vision**

“Navy Region South, U.S. Fish & Wildlife Service, and Texas Parks & Wildlife Department (South Texas Natural Resources Partnering Team) will work cooperatively to achieve environmental compliance and to maximize natural resources stewardship in South Texas while meeting national defense requirements.”

## **Mission**

“The STNR Partnering Team will identify and implement innovative solutions to natural resources issues involved with meeting Navy operational readiness and stewardship goals in South Texas.”

## **Goals**

1. Establish mutual trust.
2. Foster open communication.
3. Maintain compliance.
4. Respect other members.
5. Deal honestly with others.
6. Share knowledge among all team members.
7. Openly discuss and seek to understand each other's rules, policies, and practices.
8. Promote habitat stewardship.
9. Integrate natural resource protection into other programs.
10. Coordinate natural resource protection with active programs.
11. Seek to identify mitigation alternatives.
12. Foster agency partnering.
13. Review alternatives.

## **Objectives**

1. Develop innovative solutions that enable the Navy to meet its mission while protecting natural resources in South Texas.
2. Develop systems and procedures to improve habitat stewardship.
3. Educate team members and agency staff to ensure that everyone is aware of their responsibilities in protecting natural resources in South Texas.
4. Resolve problems and issues before they become major incidents.
5. Establish trust and respect among all stakeholders.
6. Actively seek out and coordinate natural resource protection into active programs managed by the Navy.

7. Meet regularly to discuss issues which may affect natural resource compliance in South Texas.
8. Educate the community on natural resource initiatives in South Texas.
9. Seek to identify mitigation alternatives that protect natural resources in South Texas and enable the Navy to meet its mission critical objectives.
10. Be a model for other organizations.

### *Partnering Team Members' Commitment*

Each member of the South Texas Natural Resources Partnering Team will:

1. Attend all team meetings and activities or ensure that a representative for the team member is present.
2. Develop common trust between all team members.
3. Resolve conflict in a positive manner.
4. Use the consensus decision-making process.
5. Be effective problem solvers.
6. Demonstrate leadership in maintaining environmental compliance.
7. Cultivate mutual understanding of organizational issues and constraints.
8. Think out-of-the-box.
9. Seek to understand regulatory requirements.
10. Keep team members informed of changing environmental regulations, policies and mission objectives.
11. Seek to understand Navy mission requirements.

### *Measures of Success*

The Team has adopted the following measures of success:

1. Sustained and consistent attendance of Team members at Team activities.
2. Implementation of solutions regarding natural resource issues guided by the policies, rules and mission requirements of the Team member's respective agencies.
3. Conduct annual briefings and develop annual reports for senior management representatives from each agency to highlight team activities, accomplishments, issues, and future direction.
4. Complete annual reviews of the Integrated Natural Resources Management Plans (INRMP) in a timely fashion.
5. Community outreach programs supported by Team initiatives.

### *Meetings Code of Conduct*

1. Be professional and respect each other.
2. Open and honest communication.
3. Early coordination of issues, no hidden agendas.
4. Be forward thinking – don't let old issues hinder Team progress.
5. No surprises.

### *Meeting Process Ground Rules*

1. No sidebars; one person speaks at a time.
2. Consensus means everyone can support or live with the decision.
3. Members will submit agenda items to the Team Leader two (2) weeks prior to the meeting.
4. Notification of consensus member non-attendance will be provided to the team one (1) week prior to the meeting.
5. Team member roles and responsibilities will be clearly identified prior to each meeting.
6. Team Leader will send the agenda to the Team members one (1) week prior to the meeting.
7. Focus on the agenda.
8. Meetings will start and end on time.
9. Breaks will be included during the meeting agenda.
10. Final minutes of the meeting will be distributed, via e-mail, within six (6) weeks of the last meeting date.

### *Consensus Policy*

The team will express agreement on issues by reaching consensus among the members. The following describes the Team's consensus policy:

1. Any one member can "stop the process" by indicating his/her lack of consensus.
2. Everyone on the team respects the others' ability to "stop the process".
3. The solution selected must be one that everyone can support or at least live with.
4. Strive to achieve the ideal solution but recognize that sometimes there is not an ideal solution.
5. Work through a process to achieve a realistic solution that everyone can live with.
6. We all may have to sacrifice some of our ideals to get to a solution.
7. Consensus doesn't mean that you go against or avoid agency policy or regulations (these are not negotiable laws).

In order for consensus to be effective and work, everybody that can stop the process must be part of the discussion. Therefore, consensus voting members are responsible for having a representative (alternate), with consensus authority, present if they are unable to attend meetings.

### *Standard Meeting Agenda*

- I. Welcome (Team Leader)
  - Introductions
  - Announcements
- II. Ice Breaker – Optional (Facilitator)
- III. Confirm Meeting Roles and Responsibilities (Team Leader)
  - Team Leader, Scribe, Timekeeper
- IV. Read Ground Rules (Team)
- V. Review Agenda Items (Team Leader)
  - Add/Delete Items
  - Prioritize agenda items
  - Finalize time allocated for each agenda item and topic leaders
- VI. Review Minutes from Prior Meeting (Team Leader)
  - Seek comments/corrections to minutes
  - Approve with changes, if appropriate
  - Review the status of action items included in minutes
- VII. Agenda Topics (Topic Leaders)
- VIII. Meeting Closure
  - Review consensus items
  - Review action items and assignments
  - Review parking lot items
- IX. Plan Next Meeting
  - Roles and responsibilities (Team leader, scribe, timekeeper, host)
  - Location
  - Date/time
- X. Meeting Evaluation (Facilitator)
  - Identify progress; plus/delta (Team participation)
  - Evaluation of meeting techniques (Facilitator)